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ABSTRACT

In an effort to evaluate the occupational success of graduates and to determine how well academic programs prepare students for work, Piedmont Virginia Community College (PVCC) regularly conducts surveys of employers of PVCC graduates. In fall 1993, surveys were sent to the employers of 47 graduates from the class of 1991-92 who had previously given permission for their employers to be contacted. Usable responses were received from 25 of the 47 employers, for a response rate of 53.1%. Survey findings included the following: (1) approximately 80% of the respondents rated PVCC graduates as "excellent" or "good" with respect to technical job skills, quality and quantity of work, attitude, and cooperation with fellow workers and supervisors; (2) of the 25 graduates whose employers returned responses, 20 had previously indicated that they intended to pursue their current jobs as long-range careers; (3) 56% of the graduates whose employers returned surveys had indicated on a graduate survey that they were very satisfied with their jobs, compared to 37% of the responding graduates in general; (4) approximately 72% of the responding employers rated the graduates' general math, writing, speaking, research, and logic skills as "excellent" or "good"; and (5) occupational education and training at PVCC was rated as "excellent" or "good" by 76.2% of the employers, while general education received similar ratings by 68.2%. Detailed appendixes include employer evaluations by program and degree, employer comments, job categories of participating graduates, a list of participating employers, and the survey instrument. (BCY)

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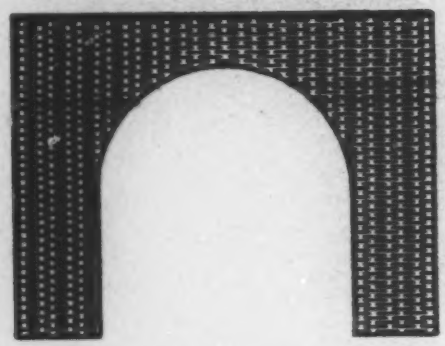

# Employer Survey Results for the Graduating Class of 1991-92

Office of Institutional
Research and Planning
Piedmont Virginia
Community College
Charlottesville, Virginia

Research Report
Number 6-93

November 1993

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JC 930 535

Brief No. 93-6
November 1993

# PVCC Institutional Research Brief

## Employer Survey: PVCC Graduating Class of 1991-92

During the fall of 1993, the Office of Institutional Research and Planning at Piedmont Virginia Community College (PVCC) surveyed employers of the college's recent graduates to evaluate the occupational success of PVCC graduates and the effectiveness of the college's academic programs in preparing graduates for work in various professions. Results of the survey were published in *Employer Survey Results for the PVCC Graduating Class of 1991-92* (PVCC Research Report 6-93, November 1993), the eighth in a series of annual employer survey reports. This brief summarizes the report.

For the most part, employers responding to the survey were satisfied with the PVCC graduates they had hired. As seen in Table 1, at least 80% of employers rated PVCC graduates as either "EXCELLENT" or "GOOD" in every category. Over half of the employers rated PVCC graduates as excellent in four categories: quality of work, attitude toward work, cooperation with fellow workers, and cooperation with supervisors. No employers rated PVCC graduates as "POOR" in any category.

Table 1 WORK EVALUATION OF 1991-92 PVCC GRADUATES BY EMPLOYERS

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Technical Job Skills | 9 | 36.0% | 11 | 44.0% | 5 | 20.0% | 0 | 0.0% |
| Quality of Work | 14 | 58.3% | 6 | 25.0% | 4 | 16.7% | 0 | 0.0% |
| Quantity of Work | 11 | 44.0% | 9 | 36.0% | 5 | 20.0% | 0 | 0.0% |
| Attitude Toward Work | 16 | 64.0% | 8 | 32.0% | 1 | 4.0% | 0 | 0.0% |
| Cooperation with Fellow Workers | 14 | 56.0% | 8 | 32.0% | 3 | 12.0% | 0 | 0.0% |
| Cooperation with Supervisors | 15 | 62.5% | 8 | 33.3% | 1 | 4.2% | 0 | 0.0% |

Continued on reverse side

As indicated in Table II, PVCC graduates also rated well in the employer evaluation of general skills. Approximately 72% of the employers rated the math, writing, speaking, research, and logic skills of the graduates as excellent or good. Among these, speaking skills rated highest at 88%, while research skills were rated as excellent or good by 50% of employers.

Table 2 GENERAL SKILLS EVALUATION OF 1991-92 PVCC GRADUATES BY EMPLOYERS

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Math Skills | 4 | 16.0% | 16 | 64.0% | 5 | 20.0% | 0 | 0.0% |
| Writing Skills | 4 | 16.0% | 14 | 56.0% | 7 | 28.0% | 0 | 0.0% |
| Speaking Skills | 7 | 28.0% | 15 | 60.0% | 3 | 12.0% | 0 | 0.0% |
| Research Skills | 3 | 15.0% | 7 | 35.0% | 10 | 50.0% | 0 | 0.0% |
| Logic Skills | 5 | 20.0% | 11 | 44.0% | 9 | 36.0% | 0 | 0.0% |

Finally, as can be seen in Table 3, the employers seemed highly satisfied with the education and training provided by PVCC. Over two-thirds of the employers rated the college as either excellent or good in both occupational training/education and general education. No employer rated PVCC as poor in either occupational training/education or general education.

Table 3 EVALUATION OF PVCC BY EMPLOYERS OF 1991-92 GRADUATES

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Occupational Education and Training | 8 | 38.1% | 8 | 38.1% | 5 | 23.8% | 0 | 0.0% |
| General Education | 7 | 31.8% | 8 | 36.4% | 7 | 31.8% | 0 | 0.0% |

# EMPLOYER SURVEY RESULTS FOR THE

# PVCC GRADUATING CLASS OF 1991-92

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# EMPLOYER SURVEY RESULTS FOR THE PVCC GRADUATING CLASS OF 1991-92

## INTRODUCTION

This is the eighth in a series of annual studies on employer satisfaction with Piedmont Virginia Community College (PVCC) graduates.[1] For many students, the primary purpose of a college education is to obtain a particular job and attain success in that job. Many academic programs, too, are designed to secure jobs for students in technical fields or to upgrade occupational skills. Graduate follow-up surveys, skills tests, and a number of other tools are available for measurement purposes, but ultimately it is an employer's satisfaction or dissatisfaction that determines occupational success for both the graduate and the academic program. At a time when state legislatures, accrediting agencies, and state coordinating boards are demanding student outcomes assessment, employer evaluations are extremely important for all institutions of higher education.

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[1]See Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1984-1985* (PVCC Research Report No. 5-87, June 1987), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1985-1986* (PVCC Research Report No. 6-88, July 1988), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1986-1987* (PVCC Research Report No. 5-89, July 1989), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1987-88* (PVCC Research Report No. 4-90, June 1990), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1988-89* (PVCC Research Report No. 5-91, August 1991), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1989-90* (PVCC Research Report No. 2-92, February 1992), and Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1990-91* (PVCC Research Report No. 3-93, April 1993). Prior to 1987, PVCC had conducted two employer surveys, one in 1976, and one in 1980. Results of the 1980 survey, conducted by Robert A. Ross, were published in *Employer Follow-Up on the Occupational/Technical Graduates of the Class of 1978-1979* (PVCC Research Report No. 3-80, October 1980). After 1980, employer surveys were not conducted because college officials feared such surveys might violate the privacy rights of graduates.

## METHODOLOGY

To protect the privacy of PVCC graduates, the college surveys only employers of graduates who have given permission on a graduate follow-up survey to conduct an employer survey. Although this limits the number of employers who can be contacted, as well as raises the possibility of a self-selection bias, it is felt that the privacy rights of PVCC graduates have to be insured.

On the graduate follow-up survey for the class of 1991-92, 47 graduates, or 48.1% of all respondents, answered yes to the question "may we contact your employer to conduct an employer follow-up survey."[2] On October 5, 1993, survey forms were sent to the employers of these graduates. Twenty-five of the 47 employers completed and returned valid surveys for a response rate of 53.1%. This response rate was considerably lower than the response rates from the previous two surveys (68.1% for 1990-91 graduates and 67.3% for 1989-90 graduates).

Results of the employer survey by PVCC instructional program and degree are included in this study as Appendix A, and employer comments are included as Appendix B. A list of the job titles of PVCC graduates whose employers compieted surveys is included as Appendix C, and a list of all participating employers is included as Appendix D. The release form is included as Appendix E, and the survey instrument is included as Appendix F.

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[2]See T. Kevin Russel, *Follow-up Survey of PVCC Graduates of the Class of 1991-92* (PVCC Research Report No. 5-93, September 1993).

## EMPLOYER EVALUATION OF JOB PERFORMANCE

The evaluation of 1991-92 PVCC graduates by their employers with respect to job skills, performance, and attitude is presented in Table 1.

As can be seen, at least 80% of employers rated PVCC graduates as either "EXCELLENT (one of the best ever)" or "GOOD (better than most)" in every category. Over half of the employers rated PVCC graduates as excellent in four categories: quality of work, attitude toward work, cooperation with fellow workers, and cooperation with supervisors. No employers rated PVCC graduates as "POOR (worse than most)" in any category.

TABLE 1: Work Evaluation of 1991-92 PVCC Graduates by Employers

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct |
|---|---|---|---|---|---|---|---|---|
| Technical Job Skills | 9 | 36.0% | 11 | 44.0% | 5 | 20.0% | 0 | 0.0% |
| Quality of Work | 14 | 58.3% | 6 | 25.0% | 4 | 16.7% | 0 | 0.0% |
| Quantity of Work | 11 | 44.0% | 9 | 36.0% | 5 | 20.0% | 0 | 0.0% |
| Attitude Toward Work | 16 | 64.0% | 8 | 32.0% | 1 | 4.0% | 0 | 0.0% |
| Cooperation with Fellow Workers | 14 | 56.0% | 8 | 32.0% | 3 | 12.0% | 0 | 0.0% |
| Cooperation with Supervisors | 15 | 62.5% | 8 | 33.3% | 1 | 4.2% | 0 | 0.0% |

An examination of the 1991-92 ratings in comparison to those given for 1990-91 and 1989-90 graduates indicates a number of trends regarding work evaluation. Over the three-year period, the number of graduates receiving a "GOOD" or "EXCELLENT" technical job skills rating declined significantly from 91% of the respondents in 1989-90 to 80% in 1991-92. Quality of work ratings

also slipped from 91% receiving "GOOD" or "EXCELLENT" ratings in 1989-90 to 83% in 1991-92. Conversely, "GOOD" or "EXCELLENT" ratings accounted for 96% of employer responses concerning the attitude towards work of 1991-92 PVCC graduates, a significant increase from the previous year's 81% figure. "GOOD" or "EXCELLENT" ratings also increased in the Cooperation with Supervisors category from 87% in 1990-91 to 96% for 1991-92 graduates. The ratings in the remaining categories remained relatively constant over the three-year period. Overall, the proportion of graduates receiving "EXCELLENT" or "GOOD" ratings in the six work evaluation categories has remained consistent in recent years (87.2% in 1991-92; 82.7% in 1990-91; and 87.8% in 1989-90). However, over the same period, the proportion of "EXCELLENT" ratings has steadily increased (53.4% of all ratings in 1991-92; 49.5% in 1990-91; and 41.6% in 1989-90). As noted in the methodology section of this study, employer evaluations of 1991-92 PVCC graduates by both curricular program and degree, as well as by technical job skills, quality and quantity of work, attitude, and cooperation with fellow workers and supervisors are presented in Tables 5 through 10 of Appendix A. Care should be taken in interpreting the figures in these tables due to the small number of respondents in certain programs.

Of the 25 graduates whose employers returned valid surveys, 80% (20) had indicated on the graduate follow-up survey that they intended to pursue their current jobs as long-range careers, 8% (2) indicated they did not plan to pursue their current position long-term, and 12% (3) were undecided. For the most part,

these graduates were more certain of their career plans than the other graduate survey respondents (50.6% [39] of all graduate survey respondents indicated they planned to pursue their current positions long-term, while 23.4% [18] would not, and 26% [20] were undecided).

Also, on the graduate follow-up survey, 56% (14) of the graduates whose employers returned surveys had indicated they were very satisfied with their jobs, and 44% (11) were satisfied. No employers were not very satisfied or unsatisfied. Percentage figures for all respondents to the graduate follow-up survey were lower for those graduates claiming they were very satisfied and higher for those claiming they were not very satisfied or dissatisfied. Approximately 37% (28) of all respondents were very satisfied, 50.7% (38) were satisfied, 10.7% (8) were not very satisfied, and 1.3% (1) were dissatisfied.

As noted earlier, surveying employers only with the permission of the PVCC graduates may have biased the survey results. One might assume that satisfied, productive workers are more likely than unsatisfied, unproductive workers to allow their employers to be contacted. However, as has just been shown, the percentage of PVCC graduates granting permission to contact their permission who were either satisfied or very satisfied with the jobs (100%) is only slightly higher than the percentage for all graduates surveyed (90%). In this respect, it is questionable whether the results of the survey were biased by the selection procedure.

To investigate this further, correlation coefficients were calculated between each of the categories in Table 1 and the job satisfaction of the PVCC graduates. The results are presented in Table 2.

For the most part, neither a significant positive nor a negative correlation between job satisfaction and employer evaluations was evident. In other words, high job satisfaction by a PVCC graduate did not necessarily mean a high rating by the employer in any category. The highest correlation was between job satisfaction and attitude towards of work. The lowest correlation was between job satisfaction and technical job skills.

**TABLE 2: CORRELATION BETWEEN JOB SATISFACTION AND EMPLOYER EVALUATION OF 1991-92 PVCC GRADUATES**

| CATEGORY | CORRELATION COEFFICIENT |
|---|---|
| Technical Job Skills | -0.0265 |
| Quality of Work | 0.0186 |
| Quantity of Work | 0.0676 |
| Attitude Toward Work | 0.2279 |
| Cooperation with Fellow Workers | -0.0185 |
| Cooperation with Supervisors | -0.0247 |

NOTE: The correlation coefficient in this table was calculated using the Pearson Product-Moment Correlation Coefficient. Measures of correlation are typically defined as having values ranging from -1 to +1. A value of -1 indicates a perfect negative relation, while a value of +1 indicates a perfect positive relation.

## EMPLOYER EVALUATION OF GENERAL SKILLS

Table 3 presents the evaluation of general skills given by employers to 1991-92 PVCC graduates. Employers evaluated general skills in math, writing, speaking, research, and logic.

**TABLE 3: General Skills Evaluation of 1991-92 PVCC Graduates by Employers**

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Math Skills | 4 | 16.0% | 16 | 64.0% | 5 | 20.0% | 0 | 0.0% |
| Writing Skills | 4 | 16.0% | 14 | 56.0% | 7 | 28.0% | 0 | 0.0% |
| Speaking Skills | 7 | 28.0% | 15 | 60.0% | 3 | 12.0% | 0 | 0.0% |
| Research Skills | 3 | 15.0% | 7 | 35.0% | 10 | 50.0% | 0 | 0.0% |
| Logic Skills | 5 | 20.0% | 11 | 44.0% | 9 | 36.0% | 0 | 0.0% |

For the most part, employers felt that PVCC graduates had better general skills than most employees. Overall, the majority of employers rated the PVCC graduates as "EXCELLENT (one of the best ever)" or "GOOD (better than most)". In one category, speaking skills, 88% of all employers rated the PVCC graduates as excellent or good. In only one category, Research Skills (50%), did less than 70% of employer rate graduates as either "EXCELLENT" or "GOOD". PVCC graduates were not rated as POOR (worse than most) in any category.

In all general skills categories, a slightly smaller percentage of 1991-92 graduate employers rated their employees as excellent than did 1990-91 graduate employers. However, due to the small number of employer respondents, caution should be exercised in drawing any implications from such data. For example,

while the number of graduates receiving excellent ratings in math skill dropped from 29.6% to 16%, this represented a decline of only 4 persons.

As seen in Table 3, 1991-92 graduates received a larger percentage of excellent or good ratings in three categories--Math Skills (80% in 1991-92; 70.3% in 1990-91), Writing Skills (72% in 1991-92; 64.3% in 1990-91), and Speaking Skills (88% in 1991-92; 68.9% in 1990-91). Two categories witnessed a decrease in the percentage of students receiving either an excellent or good rating--Research Skills (50% in 1991-92; 78.9% in 1990-91) and Logic Skills (64% in 1991-92; 67.8% in 1990-91). While the Research Skills category received the highest percentage of excellent or good ratings in 1990-91 (78.9%), it had the lowest proportion of such ratings of any category in 1991-92 (50%). Overall, PVCC graduates continue to be rated highly by their employers.

Employer evaluations of 1991-92 PVCC graduates by both curricular program and degree, as well as by skills in math, writing, speaking, research, and logic, are presented in Tables 11 through 15 of Appendix A. Again, as noted earlier, care should be exercised in interpreting figures from any table in Appendix A. In many cases, the numbers of respondents are too few for meaningful conclusions to be drawn.

## EMPLOYER EVALUATION OF TRAINING AND EDUCATION AT PVCC

Employers were asked to rate PVCC according to two categories: (1) occupational education/training; and (2) general education. The results of this

evaluation are shown in Table 4.

TABLE 4: Evaluation of PVCC by Employers of 1991-92 PVCC Graduates

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Occupational Education and Training | 8 | 38.1% | 8 | 38.1% | 5 | 23.1% | 0 | 0.0% |
| General Education | 7 | 31.8% | 8 | 36.4% | 7 | 31.8% | 0 | 0.0% |

The majority of the employers felt that PVCC was better than most institutions with respect to both occupational education/ training and general education. Occupational education/ training at PVCC was rated as "EXCELLENT (one of the best ever)" or "GOOD (better than most)" by 76.2% of the employers, and general education was rated as either excellent or good by 68.2%. Although these percentages represent a slight decrease from the previous year (82.6% in 1990-91 for Occupational Education and 69.6% for General Education), a significantly larger percentage of 1991-92 employers rated both the Occupational Education and General Education as "EXCELLENT." No employers rated either occupational education/ training or general education as "POOR (worse than most), and less than one third rated either as "AVERAGE (about the same as most)."

## CONCLUSIONS

For the most part, employers were satisfied with the 1991-92 PVCC graduates they had hired. With respect to job skills, quality and quantity of work,

attitude, and cooperation with fellow workers and supervisors, approximately 85% of all employers rated the graduates as either excellent or good. Approximately 72% of all employers also rated the general skills (math, writing, speaking, research and logic) of the graduates as excellent or good.

Employers seemed extremely satisfied with the education and training provided by PVCC. Over 75% of all employers rated the college as either excellent or good in occupational training and education, and slightly more than 68% rated the college as either excellent or good in general education. No employers rated PVCC as poor.

## APPENDIX A:

## EMPLOYER EVALUATIONS BY

## CURRICULAR PROGRAM AND DEGREE RECEIVED

TABLE 5: Employer Evaluation of Technical Job Skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 1 | 25.0% | 3 | 75.0% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 4 | 40.0% | 4 | 40.0% | 2 | 20.0% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 8 | 42.1% | 7 | 36.8% | 4 | 21.1% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| TOTAL | 9 | 36.0% | 11 | 44.0% | 5 | 20.0% | 0 | 0.0% |

TABLE 6: Employer Evaluation of Quality of Work of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 7 | 70.0% | 2 | 20.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 12 | 66.7% | 3 | 16.7% | 3 | 16.7% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| TOTAL | 14 | 58.3% | 6 | 25.0% | 4 | 16.7% | 0 | 0.0% |



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**TABLE 7:** Employer Evaluation of Quantity of Work 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 1 | 25.0% | 2 | 50.0% | 1 | 25.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 1 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 6 | 60.0% | 3 | 30.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 10 | 52.6% | 6 | 31.6% | 3 | 15.8% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| TOTAL | 11 | 44.0% | 9 | 36.0% | 5 | 20.0% | 0 | 0.0% |

TABLE 8: Employer Evaluation of Attitude Toward Work of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 2 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 8 | 80.0% | 1 | 10.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 13 | 68.4% | 5 | 26.3% | 1 | 5.3% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 15 | 60.0% | 9 | 36.0% | 1 | 4.0% | 0 | 0.0% |



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TABLE 9: Employer Evaluation of Cooperation with Fellow Workers of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 2 | 50.0% | 1 | 25.0% | 1 | 25.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Computer Info. Systems | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 8 | 80.0% | 1 | 10.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 12 | 63.2% | 6 | 31.6% | 1 | 5.3% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| TOTAL | 14 | 56.0% | 8 | 32.0% | 3 | 12.0% | 0 | 0.0% |

TABLE 10: Employer Evaluation of Cooperation with Supervisors of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 3 | 75.0% | 0 | 0.0% | 1 | 25.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Computer Info. Systems | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 8 | 88.9% | 1 | 11.1% | 0 | 0.0% | 0 | 0.0% |
| Office Technology | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 12 | 66.7% | 6 | 33.3% | 0 | 0.0% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 15 | 62.5% | 8 | 33.3% | 1 | 4.2% | 0 | 0.0% |

TABLE 11: Employer Evaluation of Math Skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Science | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 0 | 0.0% | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 2 | 20.0% | 7 | 70.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 4 | 21.1% | 14 | 73.7% | 1 | 5.3% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| TOTAL | 4 | 16.0% | 16 | 64.0% | 5 | 20.0% | 0 | 0.0% |

**TABLE 12:** Employer Evaluation of Writing Skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Science | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 0 | 0.0% | 1 | 25.0% | 3 | 75.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 3 | 30.0% | 6 | 60.0% | 1 | 10.0% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 4 | 21.1% | 13 | 68.4% | 2 | 10.5% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| TOTAL | 4 | 16.0% | 14 | 56.0% | 7 | 28.0% | 0 | 0.0% |



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TABLE 13: Employer Evaluation of Speaking Skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 1 | 25.0% | 2 | 50.0% | 1 | 25.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 4 | 40.0% | 6 | 60.0% | 0 | 0.0% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 6 | 31.6% | 12 | 63.2% | 1 | 5.3% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| TOTAL | 7 | 28.0% | 15 | 60.0% | 3 | 12.0% | 0 | 0.0% |

TABLE 14: Employer Evaluation of Research skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Science | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 0 | 0.0% | 1 | 25.0% | 3 | 75.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 0 | 100.0% | 1 | 100.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 1 | 14.3% | 3 | 42.9% | 3 | 42.9% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 3 | 21.4% | 6 | 42.9% | 5 | 35.7% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| TOTAL | 3 | 15.0% | 7 | 35.0% | 10 | 50.0% | 0 | 0.0% |



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TABLE 15: Employer Evaluation of Logic Skills of 1991-92 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| A.A. Degree | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Science | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| A.S. Degree | 0 | 0.0% | 0 | 0.0% | 4 | 100.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Computer Info. Systems | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Electronics | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 4 | 40.0% | 4 | 40.0% | 2 | 20.0% | 0 | 0.0% |
| Office Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 5 | 26.3% | 11 | 57.9% | 3 | 15.8% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Child Care | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Certificate | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| TOTAL | 5 | 20.0% | 11 | 44.0% | 9 | 36.0% | 0 | 0.0% |

## APPENDIX B:

## EMPLOYER COMMENTS

**Employer Comments**

So far, I have been impressed by the quality of graduates on my unit...please send me a copy of your curriculum so I'll have a better idea of the [nursing] graduate in general and of PVCC in particular.

Your new graduates do excellent jobs. Keep up the great work!!

The externship program is excellent. It gives the student an idea of what nursing is like before they have spent a lot of time in an education they cannot use when finished because they find it was not what they thought it would be. PVCC does a great job!

[PVCC graduate] is working as a Technical Specialist, which is our highest grade for electronics technicians. I am quite pleased with his work. [PVCC graduate] displays a lot of initiative and care in his work.

PVCC courses are sometimes not much more than post-high school. The instructors need to remember that the courses are to be **college** level. Specifically, college course need to emphasize the thinking process and how to approach problems.

## APPENDIX C:

## JOB TITLES OF PVCC GRADUATES

## WHOSE EMPLOYERS COMPLETED SURVEYS

## Job Titles

Accounting Assistant

Assistant Training Coordinator

Bank Teller

Catalog and Credit Associate

Computer Operations Technician

Contracts Coordinator

Data Entry Operator

Head Teacher

Intelligence Assistant

Observatory Technical Specialist

Registered Nurse

Sales Clerk

Senior Process Planning Engineer

Systems Manager

**APPENDIX D:**

**PARTICIPATING EMPLOYERS**

**List of Participating Employer Organizations**

ARA Services

Berkmar Childcare

Blue Ridge Hospital

Clear Communications and Electronics

Dominion Market Research

First Virginia Bank

Health South Medical Center

Institute of Textile Technology

J.C. Penney

Martha Jefferson Hospital

National Radio Astronomy Observatory

Siemens

Southside Community Hospital

Sperry Marine, Inc.

State Farm Insurance Company

U.S. Army FSTC

U.Va. Hospital Burn Center

U.Va. Medical Center

U.Va. Medical Center Computing

U.Va. Renal Services

WalMart

## APPENDIX E:

## EMPLOYER CONTACT AUTHORIZATION FORM

**PIEDMONT VIRGINIA COMMUNITY COLLEGE**
**EMPLOYER CONTACT AUTHORIZATION FORM**

Date _____

I, the undersigned, grant permission for Piedmont Virginia Community College (PVCC), from which I recently graduated, to contact my employer for the purpose of conducting an employer survey to determine employer satisfaction with the college, its graduates, and its programs of study. I authorize my employer to complete the employer survey form and return it to PVCC.

I understand that the purpose of the employer survey is educational, that survey results will remain confidential, and that only aggregate, not individual, data will be released by PVCC.

_____

(signature)

- - - -

# APPENDIX F:

# SURVEY INSTRUMENT

**1993 Employer Survey**
**Piedmont Virginia Community College**

Scale:

| | |
|---|---|
| Excellent | = One of the best employed by the company |
| Good | = Better than most |
| Average | = About the same as most |
| Poor | = Worse than most |
| N/A | = Not applicable |

In comparison to other employees you hire at the same level and in the same capacity, (FIELD 1) rates as:

| | EXCELLENT | GOOD | AVERAGE | POOR | N/A |
|---|---|---|---|---|---|
| Technical job skills | | | | | |
| Quality of work | | | | | |
| Quantity of work | | | | | |
| Attitude toward work | | | | | |
| Cooperation with fellow workers | | | | | |
| Cooperation with supervisors | | | | | |
| Math skills | | | | | |
| Writing skills | | | | | |
| Speaking skills | | | | | |
| Research skills | | | | | |
| Logic skills | | | | | |

Compared to similar institutions, PVCC rates as:

| | EXCELLENT | GOOD | AVERAGE | POOR | N/A |
|---|---|---|---|---|---|
| Occupational Educ./ training | | | | | |
| General education | | | | | |

(Over)

**1993 Employer Survey**
**Piedmont Virginia Community College**

1. Was the PVCC degree required to obtain this job? _____

2. Was the PVCC degree required to obtain a job promotion? _____

3. Do you participate in PVCC's cooperative education program? ____
   If not, are you interested in learning more about the program?
   _____

**Please use the remainder of this page to make any written comments you think will be helpful to PVCC in evaluating the success of its academic programs and graduates.**
**Thank you for your cooperation and assistance.**